



# Health Workforce Development Council

California Workforce Investment Board

October 30, 2012

# Health Workforce Development Council (Council)

- Established August 2010 as a Special Committee of the California Workforce Investment Board (State Board)
- Tasked with understanding the current and future workforce needs of California health delivery system, and development of a comprehensive strategy to meet those needs
- Provides a forum for broad stakeholder engagement
- Ensures public deliberation is informed by the expertise and perspective of the industry, education, health professionals, philanthropy, health advocates, economic development, elected officials, the public workforce system and organized labor

# Mission

*Expand California's primary care  
and allied health workforce to provide  
access to quality, affordable healthcare,  
and better health outcomes for  
all Californians*

# The Role of the Council

- Bring together the appropriate mix of public and private partners to develop a plan that guides future health workforce development policy
- Examine proven strategies and policies to increase health workforce supply that can be replicated and deployed through sector strategy and other models
- Use regional partnerships to identify and inform regional and statewide health workforce development priorities for policy, planning, and programs that need to be developed, implemented or expanded
- Seek expertise from multi-sector representatives to enhance the understanding of the issues and policies needed to ensure that California has the necessary workforce to provide access to quality and culturally and linguistically appropriate healthcare

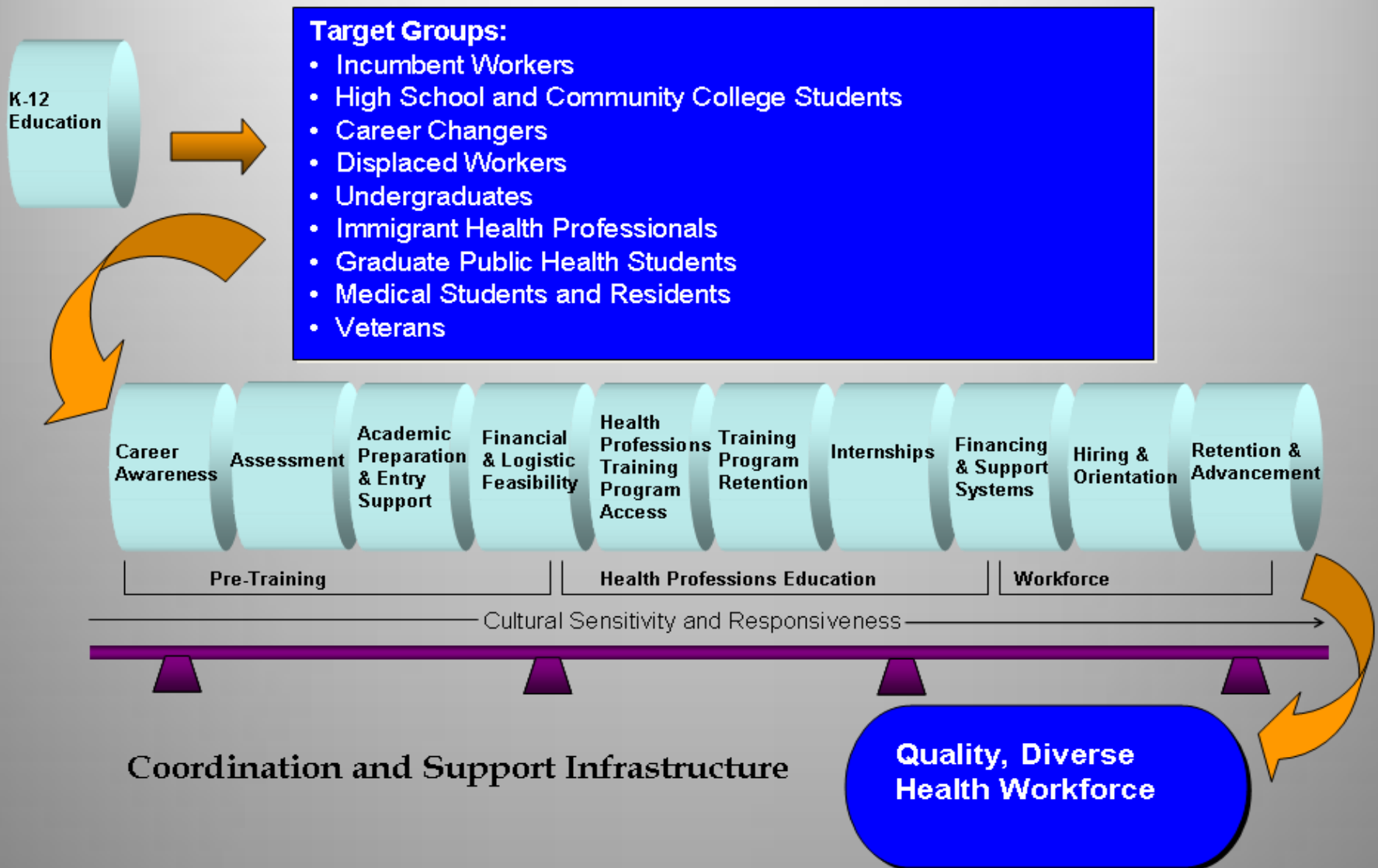
# Council Activities

- Held 10 Council meetings since 2010
- Hosted 11 regional focus groups
- Convened the Career Pathway Sub-Committee
- Developed a list of 125+ recommendations related to health workforce development and prioritized those recommendations
- Convened the Action Plan Ad Hoc Committee

# Career Pathway Sub-Committee

- The Career Pathway Sub-Committee (Sub-Committee) was comprised of key public and private stakeholders representing multiple health professions, health employers, government agencies, K-12, higher education and advocates
- The Sub-Committee was charged with developing career pathways for priority health professions
- For purposes of the Committee's work, "career pathways" were defined as a coordinated set of components which, when aligned correctly, provide a "pathway" to achieve a sufficient supply, distribution and diversity of qualified candidates for a specific health profession

# Coordinated Health Workforce Pathway



# Health Professions

## Phase I

- Clinical Lab Scientist
  - Primary Care Physician
  - Primary Care Nurse
  - Physician Assistant
  - Medical Assistant
  - Community Health Worker/  
Promotores
  - Public Health
  - Social Work
  - Crosscutting Issues
    - Cultural Appropriateness & Sensitivity
    - Data Clearinghouse
    - Education
    - Recruitment and Retention
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## Phase II

- Home Health Aide and Certified Nurse Assistant
- Imaging
- Oral Health



# Action Plans

- For each of the pathways, an action plan was developed by teams led by members of the Action Plan Ad Hoc Committee
- Each plan included:
  - Objectives
  - Activities
  - Anticipated Outcomes
  - Timeline
  - Lead and Resources
  - Evaluation Method
- Plans were posted on the State Board website for public comments
- “Champions “ have committed to moving the action plans into implementation

# HWDC Initiatives

- Develop a comprehensive plan to increase the health care workforce in California that should be adopted by the State Board
- Develop an action plan for the critical or crucial action items that could be accomplished in 2013
- Act as a clearinghouse for discussion and development of new programs that address the health workforce in California

# Health Workforce Development Themes

- Strengthen and Invest in California's Primary Care Capacity Leveraging Existing Programs and Aligned with Population Needs
- Determine, Preserve and Restore Funding for California's Public Education Institutions (K-12, Community Colleges, CSU, UC) that Provide Workforce Preparation and Education Programs to Meet Health Workforce Requirements
- Increase Capacity in Diagnostic Services as Required to Ensure Access, Quality and Cost Effectiveness
- Ensure that California's Health Workforce is Representative of the Population and Geographic Areas and Can Provide Quality, Culturally Responsive and Appropriate Services to Our Growing and Emerging Majority Populations

# Health Workforce Development Themes

- Invest in Regional Workforce Planning, Programs and Infrastructure in Underserved Areas to Increase Workforce Capacity and Contribute to Health, Economic and Educational Goals
- Establish Solid Infrastructure to Develop and Implement Plans at the Statewide and Regional Level
- Identify, Promote, and Advocate for Emerging Models for Medical and Preventative Services (i.e., Medical Homes) to More Effectively and Efficiently Engage Professionals and Provide Career Advancement Opportunities, (Leverage Electronic Medical Records, and Tele-health)

# Moving Forward 2013

- The Council will identify  
3 – 5 Health Workforce  
Development priorities for  
the State Board's approval

# Moving Forward

The Council, as a part of the State Board, will remain engaged by adopting action plans put forth by the HWDC and will support HWDC's recommendations by:

- Ensuring the State is continuously informed of their progress
- Supporting investment of our workforce through opportunities (such as technical assistance, leveraged resources, support staff, advocacy, etc.)
- Providing insight that may inform decision-makers all levels of government and in the private sector
- Supporting partnership with public and private entities in providing resources for implementation